

Differential Pay

Statement of Purpose/Plan

To reward excellence at Highland Joint School District #305, a differential pay plan has been initiated. This money is one-time monies awarded by the state of Idaho. This plan will reward certified and non-certified staff members school-wide based on meeting established measurable or action attainable goals. It is important to include all members of our education family because each member participates to help our children learn so that they can succeed in life.

Measures/Action Goals

(15) - Certified Staff - Indicator/Performance/Growth Goals - earns 100 pts.

1. Maintain or advance to Star level 3, 4 or 5 for this and next calendar year. – **20 pts.**
2. Lead staff workshop in RTI, MMRE, PBIS, TESLA – **10 pts.**
Or, Lead a student group: class advisor, club advisor for the year – **10 pts.**
Or, Participate or guide students in 5 after school activities – **10 pts.**
3. 80% positive growth K-8th as measured by AIMSweb
95% grade to grade advancement grades 9-12 – **10 pts.**
4. Contact more than 50% of parents once during calendar year – **10 pts.**
5. Complete 5 state approved lesson plans for SchoolNet – **20 pts.**
6. Professional development participation in no more than 12 hours of collaborative training sessions (Trainings must be in addition to normal assigned school hours and/or professional development assigned time), topics may consist of – **30 pts.**
 - K-12 alignment of English/Literacy or Math to CCSS
or
 - Implementation multiple practices identified in RTI, MMRE, PBIS, TESLA
or
 - Development of a Cross-Curricular project (involve 2 or more disciplines)

(10) Classified, Office and Support Staff – Indicator – earns 50 pts.

1. Write a paragraph identifying yourself and describing your employment with Highland Joint School District – **25 pts.**
2. Provide a list of 5 duties or actions you perform in your occupation to assist in the advancement of student learning within the structure of our school district – **25 pts.**

(1) Administrator Sr. High Principal – Indicator – 50 pts

1. Monitor measures and action goals for both classified and non-classified employees.
2. Provide leadership and guidance in administration of Highland Differential Pay plan.
3. Accurately tabulate point totals for each employee. Points will be used to determine their individual differential payout.

Differential Payout

Each certified employee can earn up to 100 points, non-certified up to 50 points. Points are then divided into the dollar allotment (provided from the state) to determine a value.

Differential payouts will then be distributed per employee. Every member of our staff is invited to participate with the exception of the Superintendent/Elementary

Principal/Special Education Director/Federal Programs Directory. His “half” share will be preserved to reimburse staff members (for a percentage of their meals) who meet on non-contracted collaborative time for the purposes mentioned in item #6.